



Northern Illinois University

Your Future, Our Focus

DEAN, COLLEGE OF EDUCATION

Leadership Profile



Greenwood/Asher & Associates, Inc.

EXECUTIVE SEARCH, CONSULTING, AND TRAINING



The Opportunity

Northern Illinois University (NIU) invites applications and nominations for the position of **Dean of the College of Education**. NIU seeks a visionary, dynamic leader, and skilled administrator to build upon the College's strengths while embracing the University's longstanding commitment to being a diverse and internationally thriving community.

About NIU

Chartered in 1895, Northern Illinois University first opened its doors in 1899 as the Northern Illinois State Normal School solely to prepare college-educated teachers. NIU has developed into a world-class university that attracts students from around the globe while still primarily serving Illinois. Yet, two traditions established Sept. 12, 1899, remain paramount today. The University is deeply committed to preparing teachers and providing an excellent and affordable higher education to Illinois families, some of whom have never sent a child to college before.

A demand for more – and better – public schools is what prompted then-Illinois Gov. John Peter Altgeld to expand the “normal school” system he always had championed. For the 146 women and 27 men in the inaugural class, their first vision of Altgeld Hall must have seemed like a dream: A European-style castle built on the vast Midwestern plains for a cost of \$230,000.

Over the next century, enrollment grew 145-fold as the campus spread to 755 acres and became home to nearly 60 major buildings and 25,000 students. World War II and the wars in Korea and Vietnam accelerated enrollment as returning veterans put their GI Bill benefits to work.

Northern became Northern Illinois State College on July 1, 1955, and Northern Illinois University on July 1, 1957. The Illinois General Assembly granted NIU its own governing board in 1996. Regional education centers in Hoffman Estates, Naperville, and Rockford were built to offer many of NIU's programs at times and locations designed to accommodate the needs of its vital service region.

NIU Statement of Vision and Mission

The vision of Northern Illinois University is to be a premier student-centered, research-focused public university, contributing to the advancement of knowledge for the benefit of the people of the region, the state, the nation, and the world. With this vision, the mission of the University is to promote excellence and engagement in teaching and learning, research and scholarship, creativity and artistry, and outreach and service.

University Core Values

- Ethically inspired leadership
- Thriving communities
- Sustainability

Keystone Goal

Students who invest in an NIU education are committed to achieving fulfilling careers and being responsible citizens in our changing world. Our goal is to provide them a broad-based education and enriching student experience, ensuring their timely degree completion and success in securing employment in their field of interest or graduate school enrollment within six months of graduation, if they so choose.

niu.edu/president/.../Strategic-Plan-Framework-Final-Version.pdf



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NIU Today

NIU is classified by the Carnegie Foundation as a research university/high research activity as well as an institution of community engagement. The Association for Public and Land-Grant Universities recently awarded NIU its “place” award for leadership in innovative practices contributing to economic prosperity in a given region. NIU builds on its research strengths and Chicagoland’s place as a world leader in innovation, while continuing to engage undergraduate students and



graduate students in faculty-driven and student-initiated research, public service, and artistry. The University is an hour from downtown Chicago and is a short drive from the vibrant western suburbs and Rockford metropolitan area. The University’s close proximity to Chicago and Rockford allows for strong collaborations with regional/national labs and local innovation spaces that foster research and entrepreneurship opportunities across disciplines. NIU research programs extend beyond the Illinois region with faculty conducting cutting-edge research and service programs with U.S. and international collaborators.

Since NIU first opened its doors in 1895, it has grown into a superlative, regional public research institution that attracts students from across Illinois, the country and the world. NIU’s main residential campus is located just 65 miles west of Chicago in one of the most dynamic regions of the country. Three extension centers are located in Naperville, Rockford, and Hoffman Estates. According to the NIU “Fast Facts”, the institution boasts a diverse and international student body of 20,130 with faculty and staff of 3,303. The University contains 39 academic departments across seven colleges of Business, Education, Engineering



and Engineering Technology, Health and Human Sciences, Law, Liberal Arts and Sciences, and Visual and Performing Arts. NIU offers 56 undergraduate majors and 80 graduate degree programs, including 22 doctoral programs, and the Juris Doctorate. NIU is a member of the Association of Public and Land-Grant Universities. Through internships, research, and study abroad, over 300 student organizations, and more, faculty and staff of NIU work hard to provide students with life-changing



opportunities. An NIU education is nationally recognized in quality, nationally ranked in value, and aimed at providing personal, career, and life success. In FY 15, our world-class faculty secured \$30 million in sponsored funding with research funding totaling \$13 million. A list of the University's Facts-at-a-Glance is available at <http://www.niu.edu/at-a-glance/fastfacts.shtml>.

NIU's Strategic Plan Framework

NIU's strategic planning process is designed to achieve an institutional norm of ongoing, aligned strategic thinking that ensures its continued relevancy and leadership during a time of unprecedented change in higher education. This plan builds on previous planning initiatives as well as current knowledge of changing student demographics, emerging pedagogies and players, and realities of government funding and job markets. All academic and supporting services units are encouraged to engage in an ongoing process of exploring ideas and creating their program scenarios, goals, and action plans guided by this framework and its Strategic Imperatives. This process is enabled by NIU's rich legacy, strong programs, and engaged stakeholders. All are encouraged to participate responsibly through NIU's system of shared governance, taking ownership of their own and their university's bold futures. Through these bonds of shared values, agreements, teamwork, and trust, NIU nurtures an environment for unleashing and empowering a collaborative culture of innovation and change among faculty, students, staff, alumni, and community. For more information see <http://niu.edu/president/pdf/Strategic-Plan-Framework-Final-Version.pdf>

The College of Education

The College of Education at Northern Illinois University consists of six academic departments: Counseling, Adult and Higher Education (CAHE); Educational Technology, Research and Assessment (ETRA); Kinesiology and Physical Education (KNPE); Leadership, Educational Psychology and Foundations (LEPF); Literacy and Elementary Education (LEED); and Special and Early Education (SEED). The College



enrolls over 2,500 students. The College's current enrollment of students from 44 countries builds on a history of international student enrollment since 1904. The College employs approximately 63 tenured professors, 28 tenure-track professors, 43 civil service staff, and 32 supportive professional staff (SPS). In addition, a talented group of some 100 instructors supports the mission of the college. The University is accredited by the National Council for Accreditation of Teacher Education (NCATE)/Council for the Accreditation of Educator Preparation (CAEP), and individual teacher licensure programs are approved by the Illinois State Board of Education. The College of Education offers 6 undergraduate programs, 16 master's programs, 1 educational specialist program, 6 doctoral programs including both the Ed.D. and Ph.D., and 38 certificates and endorsements. There are more than 53,000 living COE alumni, with more than 60 percent living in Illinois. For more details see <http://cedu.niu.edu/About/factsandhistory.shtml>



The College plays an integral role in the lives of its students, the university, and the community, and it has distinguished itself in a number of ways.

- In 2015, for the third year in a row, *U.S. News & World Report* ranked the College of Education's online graduate programs in school business management and educational technology among the top four in the nation, including No. 1 in 2014.
- In 2015 Payscale.com ranked the COE among the top five Best Schools for Education Majors by Salary Potential in the United States.
- The college has a robust general education presence at the university, offering a variety of courses, including EPFE 321 - History of Education and EPFE 201 - Education as an Agent for Change, that explore important historical, sociological, and philosophical questions in education, as well as additional courses that consider themes and issues that draw on the expertise of the college's faculty.
- The COE is home to the L. D. & Ruth G. Morgridge Endowed Chair in Teacher Education, awarded to encourage innovation in the classroom, as well as the Elizabeth C. Lane and M. Nadine Zimmerman Endowed Professorship in Kinesiology and Physical Education – the first endowed professorship in the college – which is intended to provide funds to help recruit and retain top KNPE educators.
- Students and faculty in the Department of Special and Early Education (SEED) continue to assist in mounting productions by the Penguin Players, a group of local adults with disabilities that puts on a musical each semester. SEED now offers a credited course in which students in their first semester of special education work alongside the artists to prepare for the performances.





- The COE's enriched Principal Preparation Program requires a yearlong internship and a two-week residency, as well as additional coursework focused on managing data for English language learners and legal issues.
- NIU partners with nearly 20 area school districts to prepare the next generation of superior teachers.
- Educate U.S., a COE program that places junior-level teacher candidates in an intensive weeklong classroom experience with partner schools outside the state of Illinois, enters its third year in 2015. So far, some 50 students have taken advantage of the free program, with two more cohorts scheduled for spring 2016.
- Celebrating its 50th anniversary in 2014, the Vision Disabilities Program offers a comprehensive program for training professionals to provide educational and rehabilitation services for persons of all ages who are blind or have low vision. The NIU training program is one of the most comprehensive in the nation, having been funded continuously since 1976 when it received its first grant from the U.S. Department of Education.



About DeKalb

NIU and the COE are in a dynamic location that is within in orbit of the Chicago region, contiguous to suburban regions, and close to rural areas. Building on its long history within the state in terms of producing teachers, the City of DeKalb is located 65 miles west of Chicago, 29 miles northwest of Aurora, and 40 miles southeast of Rockford. DeKalb offers ready access to the I-88 and I-39 tollways. The historic Lincoln Highway (Illinois Route 38) travels through the heart of DeKalb's downtown.

The City of DeKalb is an urban community with a vital industrial and commercial base within a rural setting. DeKalb's diverse neighborhoods offer a variety of housing options to residents of different economic, ethnic, and lifestyle backgrounds. Its highly educated workforce finds plentiful opportunities for fulfilling work. The community offers a high quality of life with excellent city services, easy mobility around the community, and access to cultural, sports, and educational activities.

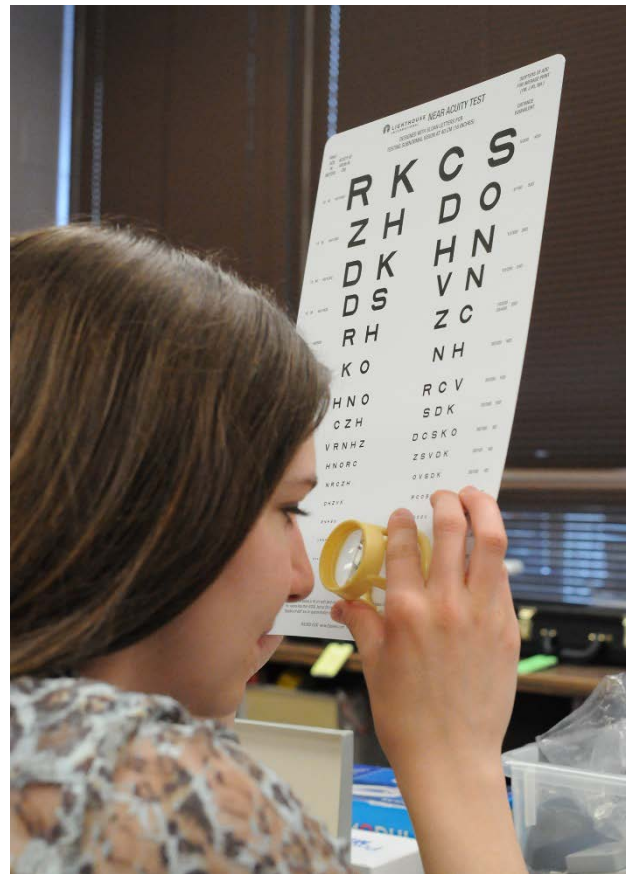




The Position

The Dean reports directly to the Executive Vice President and Provost of the University. As the chief academic officer of the College of Education (COE), the Dean is directly responsible for overseeing all academic, administrative, and fiscal operations. Members of the COE community have highlighted six imperatives for the next dean, in keeping with the NIU "Strategic Plan Framework":

- Maximize the COE's forward momentum, take advantage of growth opportunities, and capitalize on the spirit of innovation within the College.
- Strengthen the sense of shared identity and community within the College, building on the best of collegiality, collaboration, open communication, and on the foundational values of diversity and inclusion, through excellence in interpersonal relationships.
- Make the COE the college of choice in the northern Illinois region and the State of Illinois across the range of disciplines, programs, and research agendas that are contained within the College.
- Focus on student success by further enhancing recruitment and retention to timely graduation, student engagement in faculty-driven and student-initiated practice and scholarship, and the COE's creative environment for teaching and learning.
- Drive NIU's P-20 relationships in the NIU region and state to raise student achievement, improve teacher quality, and create seamless transitions across educational institutions.
- Provide leadership that maintains a culture for resilient fiscal improvement, efficient administration and operations, diversified revenue generation, and entrepreneurial friend- and fund-raising.



Required Qualifications

- An earned doctorate in one of the disciplines in the College.
- An excellent record in teaching, scholarship, and engagement/service/outreach commensurate with appointment to the rank of full professor.
- Progressive experience in administration in large, complex organizations, including involvement in areas such as developing and implementing personnel policies and procedures, supporting faculty and staff development, resource allocation, managing budgets based on multiple revenue streams, and strategic planning.

Preferred Qualifications

- Outstanding organizational and interpersonal skills, including a commitment to open and informative communication with internal and external groups and an ability to interact productively with faculty, administrators, students, and staff in ways that promote collegiality and excellence.
- Demonstrated commitment to fostering diversity and internationalism.
- Experience working collaboratively with a university's alumni relations and development leaders on alumni relations, alumni communications, and development initiatives.
- Advocacy and leadership for the professional programs represented by the college at the regional, state, and national levels.



- A track record of personal success in the cultivation, solicitation, and stewardship of individual, corporate, and/or foundation donors.
- Experience generating and fostering grant acquisition, research/artistry activities, and innovative program development.
- Proficiency in fostering collaboration and partnerships with a variety of constituencies including schools, agencies, businesses, and communities.
- Knowledge of and successful experience with NCATE/CAEP or other accrediting bodies.
- Experience with state and national policies and standards impacting the professional programs in the college.
- Experience with and commitment to the infusion of technological innovations in education.
- An understanding of and proven commitment to systems-driven assessment practices for data-driven decision making and program improvement.

Salary

The salary is competitive and commensurate with qualifications and experience.

Applicant Review

Confidential applications and nominations will be accepted until the position is filled. For best consideration, applications and nominations should be provided by December 7 when candidate screening will begin.



How to Apply

A complete application will include a letter describing relevant experiences and interest in the position; current curriculum vitae; and the names of five references with titles, mailing addresses, business/home telephone numbers, and email addresses. Individuals who wish to nominate a candidate should submit a letter of nomination, including the name, position, address, telephone number, and email address of the nominee. Greenwood/Asher & Associates, an executive search firm, is assisting NIU in the search.

Applications and letters of nominations should be submitted to:

Jan Greenwood or Betty Turner Asher, Partners
Sharon A. McDade, Principal & Senior Executive Leadership Consultant
Greenwood/Asher & Associates, Inc.
42 Business Centre Drive, Suite 206 Miramar Beach, Florida 32550
Phone: 850-650-2277 / Fax: 850-650-2272
Email: jangreenwood@greenwoodsearch.com
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For more information about NIU, please visit <http://www.niu.edu/>.

For more information about the College of Education, please visit <http://cedu.niu.edu/>.

Northern Illinois University is an equal opportunity institution and does not discriminate on the basis of race, color, religion, sex, age, marital status, national origin, disability, status based on the Victims' Economic Security and Safety Act (VESSA), or status as a disabled or Vietnam-era veteran. Further, the Constitution and Bylaws of Northern Illinois University provide for equal treatment regardless of political views or affiliation, and sexual orientation. Inquiries concerning application of Title IX, Section 504, and other statutes and regulations may be referred to the Affirmative Action and Diversity Resources Center, 1515 W. Lincoln Highway, DeKalb, IL 60115, telephone 815-753-1118.